

- A new PM benefits, entitlements and procedures handbook condensing reference material for PMs.
- An updated, more functional ACRB.
- A revised civilian SRPE form, mirroring the military Officer Evaluation Report, allowing civilian senior raters to better identify top PM talent.
- Greater acquisition SES participation on DA selection boards.
- Significant improvements in sponsorship for incoming military and civilian personnel through the implementation of new policies.
- Creating temporary positions and assignment options for departing successful PMs.
- Providing senior leaders the option to designate civilian PMs as key and essential personnel.

- A revised AAC mobility agreement that more clearly explains the three types of mobility opportunities available to civilian AAC members and applicants to various selection boards.
- Improved and simplified selection board instructions.
- Improved linkage between the AMB and ASC Web sites for information retrieval.

Pending Issues

Although numerous issues have been resolved, we are still challenged with a few others central to TF success. These include the PM end-of-tour Priority Placement Program (PPP), how to handle PPP exemption requests for Command Select List PMs and perhaps most importantly, the family implications

surrounding the Army spousal PPP. As we continue to develop solutions, we anticipate more civilians competing for difficult PM positions. Furthermore, as the TF enters its final execution phase, the AL&TWF can expect to realize relatively near-term benefits.

MAJ JOHN LEMONDES was the 51A Proponency Officer at ASC, Fort Belvoir, VA, when he wrote this article. He earned a B.S. from Penn State University and an M.B.A. and M.A. in public administration from Syracuse University. He is also a Command and General Staff College graduate.

Logistics Management Proponency Office

Derek Sharpe

Never before has the civilian contribution to the Army mission been more crucial. As the Army transforms, so must our civilian logisticians as their supporting role keeps abreast of new technologies, a changing force structure, process improvements in logistics support and changing civilian demographics. Training and development are two tools used to ensure a ready and capable civilian workforce.

The Logistics Management Proponency Office (LogPro) provides training and development for current civilian logisticians; recruitment and training of interns; and career management for career pro-

grams 13, Supply Management, and 17, Materiel Maintenance Management. These two career programs have approximately 11,000 civilian logisticians at Army locations around the world.

LogPro provides a number of training vehicles for our civilians, centrally funded by the Army through the Army Civilian Training and Education System (ACTEDS). Training With Industry (TWI) and Training With Soldiers (TWS) are both exceptional programs. TWI provides the trainee experience with logistics-oriented private sector firms such as Boeing, FedEx and Sears. TWS provides a learning experience with our soldiers in the field using the products and logistics processes we design, influence and implement. With TWS, we get to know what our customers — soldiers — need and what we can do to improve our support to them.

LogPro provides funding for career logisticians to attend any accredited university for undergraduate and graduate education. The courses must be approved and logistics-related. We use a wide interpretation for logistics-related because it is our desire for all civilian logisticians to earn their bachelor's and graduate degrees. Funding is provided for books and tuition.

We also fund long-term training (more than 180 days) and many short-term training events. Our cross-functional training program has been a huge success, providing training up to 6 months for logisticians in a logistics area other than their own. For example, supply logisticians may train in maintenance, maintenance in transportation and so on. This training helps to "round out" the civilian, provides

better job opportunities in the future and makes our logisticians more knowledgeable of the entire logistics support spectrum. Cross-functional training is available at virtually every Army major command (MACOM).

LogPro reviews applications for the Army Management Staff College's (AMSC's) Sustaining Base Leadership and Management Program, Senior Service Colleges, the Defense Leadership and Management Program and several Office of the Secretary of Defense (OSD) training programs for logisticians.

We review, comment, recommend and forward to the functional chief representative for approval the names of candidates for many of these programs. We must ensure that our best and brightest have access to, and funding for, these senior training and development programs.

Another equally important LogPro mission is to recruit, train, educate and assign Army civilian logistics interns. This mission becomes increasingly critical as the workforce population both declines in overall numbers and as the workforce grows older. The average age of current civilian logisticians is 51 years of age; but more significant is the fact that our age group 25 to 35 years is actually declining. This means that the workforce is aging without replacement.

It is vital that we recruit a younger workforce to train, learn and contribute as retirement and other factors continue to decrease our population of skilled and talented logisticians. We currently hire approximately 40 interns per year for assignments worldwide, but even that only fills less than half of the Army's requirement. Budget constraints limit recruitment.

The intern program lasts 18 months and our interns are hired as GS-07 with target grade GS-11 in 24 months. Interns are assigned to MACOMs based on MACOM

requirements submitted the year before. The program includes 5 months of classroom training in logistics foundation courses. This training is conducted at the AMSC, Fort Lee, VA. All interns receive training in supply management and materiel maintenance management, intern leadership development, statistics, risk analysis, transportation, demil and disposal and other pertinent courses. Following formal training, our interns participate in on-the-job training for 60-90 days at an Army installation chosen based on the intern's background, experience and the Army's needs. Permanent duty assignment follows.

Our third and equally important mission is career management. Career management within the career program includes oversight of recruitment, classification, retention, training and development, future workforce planning, management of the workforce structure, understanding workforce demographics, leader development, personnel policy implementation and logistics workforce representation to other Army career programs, Assistant Secretary of the Army for Manpower and Reserve Affairs, OSD, academia and private sector business. Several overarching questions must be answered as we conduct career management activities: What are the logistics support requirements of the Army? How do we ensure a trained and ready workforce to meet these requirements? What are the personal and professional career needs of our workforce? How do we manage critical workforce issues achieving the highest productivity within budget?

It is vital
that we recruit
a younger workforce
to train, learn
and contribute
as retirement
and other factors
continue to decrease
our population
of skilled
and talented
logisticians.

It is obvious that the answers to these questions are complex and require resources beyond the reach of one office. It is also obvious that there is a wealth of knowledge and talent within the operational civilian logistics workforce. To use this talent, we are in constant communication with our career program managers at all MACOMs, subordinate commands and installations. Senior civilian logisticians appointed by the commander provide information to the proponenty office and to the general workforce, assisting us in resolving issues, programming intern intake, developing strategic plans and general management and oversight of programs and activities. They are the funnels, the go-between through which the DA proponenty office communicates with every civilian logistician within the worldwide Army.

Several of the critical programs LogPro is working include Army

Training and Leader Development, the Strategic Army Workforce, Future Logistics Enterprise, training and education of the nonacquisition workforce and training and development of the acquisition workforce. These programs, along with others, are essential to our logisticians maintaining a high level of skill and knowledge to carry us through Army transformation and to maintaining a high level of logistics support to our soldiers.

The Functional Chief for Supply Management and Materiel Maintenance Management, Office of the Deputy Chief of Staff, G4, understands and fully supports our civilian mission. Under the guidance of LTG Charles S. Mahan and that of his functional chief representatives, the LogPro objective is clear — meet the soldier's logistics requirement by providing training and development opportunities for our civilian workforce.

FY04 will be an exciting year for LogPro as we become a member of the Acquisition Support Center (ASC) organization and team. We will work with the acquisition logistics proponenty specialists in ASC to improve the professional skills of Army logisticians, whether in acquisition, sustainment or members of the nonacquisition workforce. This combined team, LogPro and ASC, will be better able to provide outstanding support to our workforce in career management, training and development and the recruitment and training of our interns. We look forward to this opportunity to better serve our customers.

DEREK SHARPE is the Director of the Logistics Management Proponenty Office. He holds a B.A. in economics and an M.S. in administration. Sharpe is a member of the Army Acquisition Corps and is Level III certified in life-cycle logistics.

DOD Civilian Acquisition Workforce Personnel Demonstration Project Update

April Fortenberry, Jael Latham and Jerry Lee

On Jan. 8, 1999, the *Federal Register Notice* for the DOD Civilian Acquisition Workforce Personnel Demonstration Project was published and approved for implementation by the Office of Personnel Management. This demonstration project is commonly called AcqDemo. This article provides an update on AcqDemo participation, its Contribution-based

Compensation and Appraisal System (CCAS) results and its future.

For the specific objectives and personnel management interventions, please see the *Federal Register Notice* and its amendments at:

• <http://www.opm.gov/fedregis/1999/64r1425.pdf>

- <http://www.opm.gov/fedregis/2001/66-0028007-a.pdf>
- <http://www.opm.gov/fedregis/2002/66-0020192-a.pdf>
- <http://www.opm.gov/fedregis/2002/66-0044250-a.pdf>

Participation

AcqDemo participation has modestly increased from 1,469 Army civilian employees since its initial